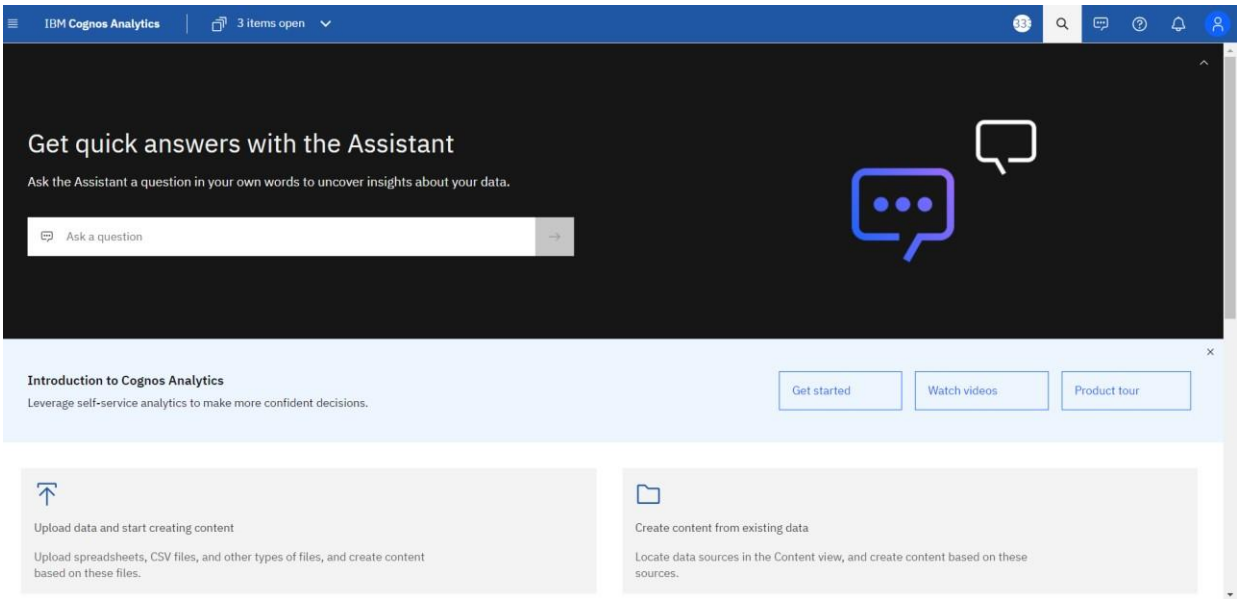
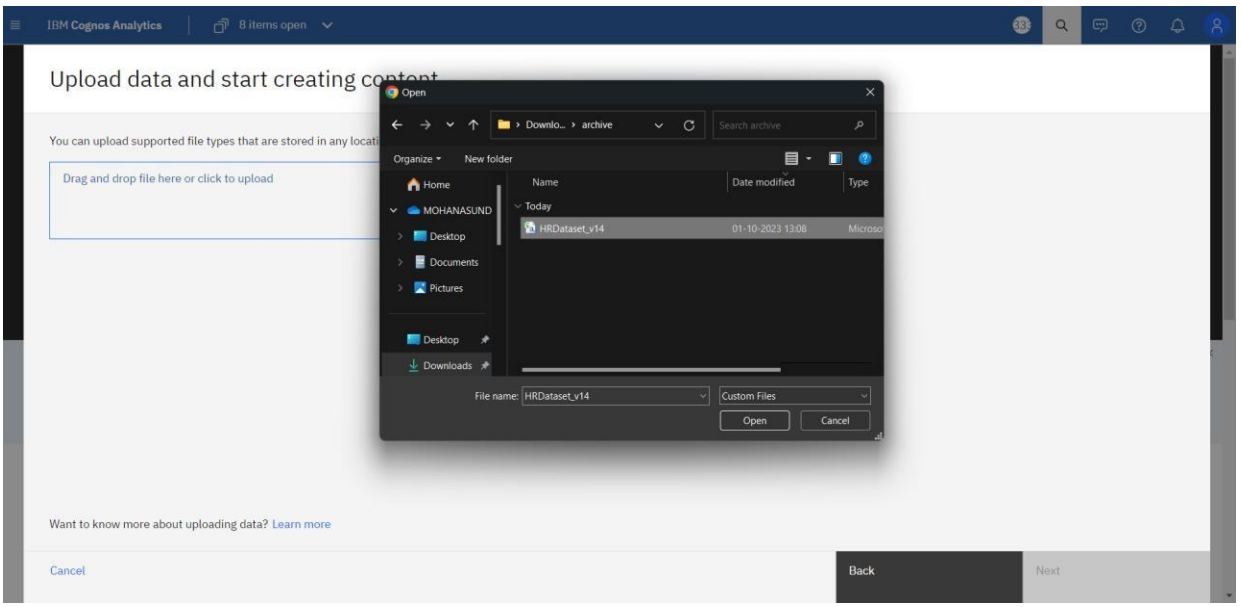
HR DATA ANALYSIS VISUALIZATION

NAME: MOHANASUNDARAM S G

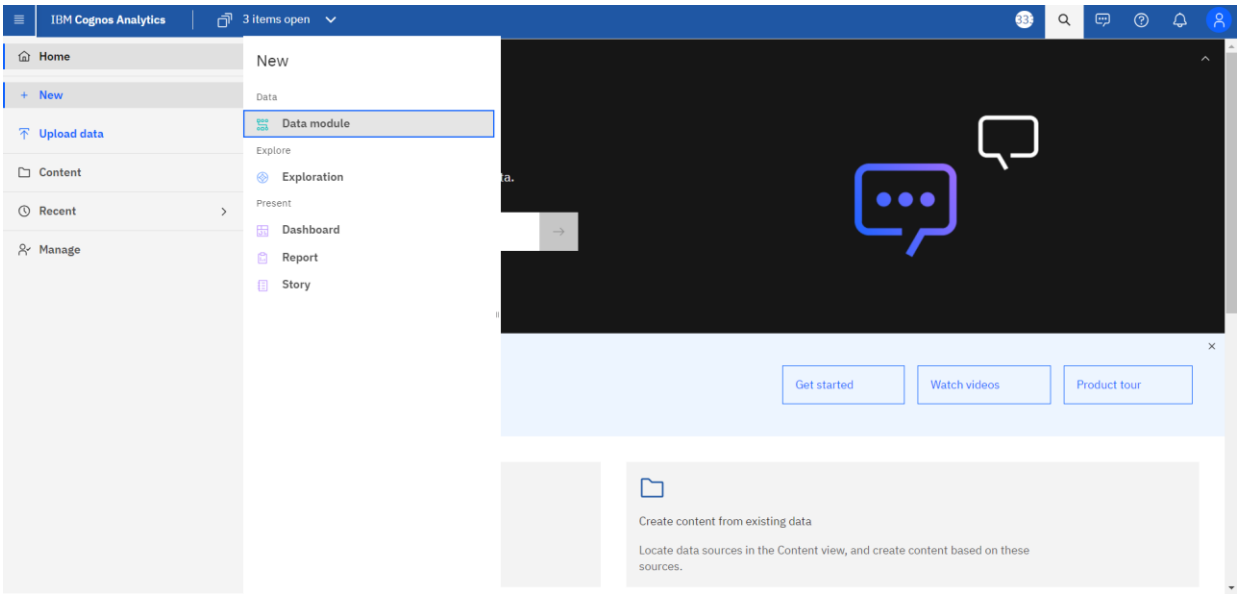
Upload the dataset, delete unnecessary column and create data module:

Step1: Upload the data (CSV file) in the Cognos.

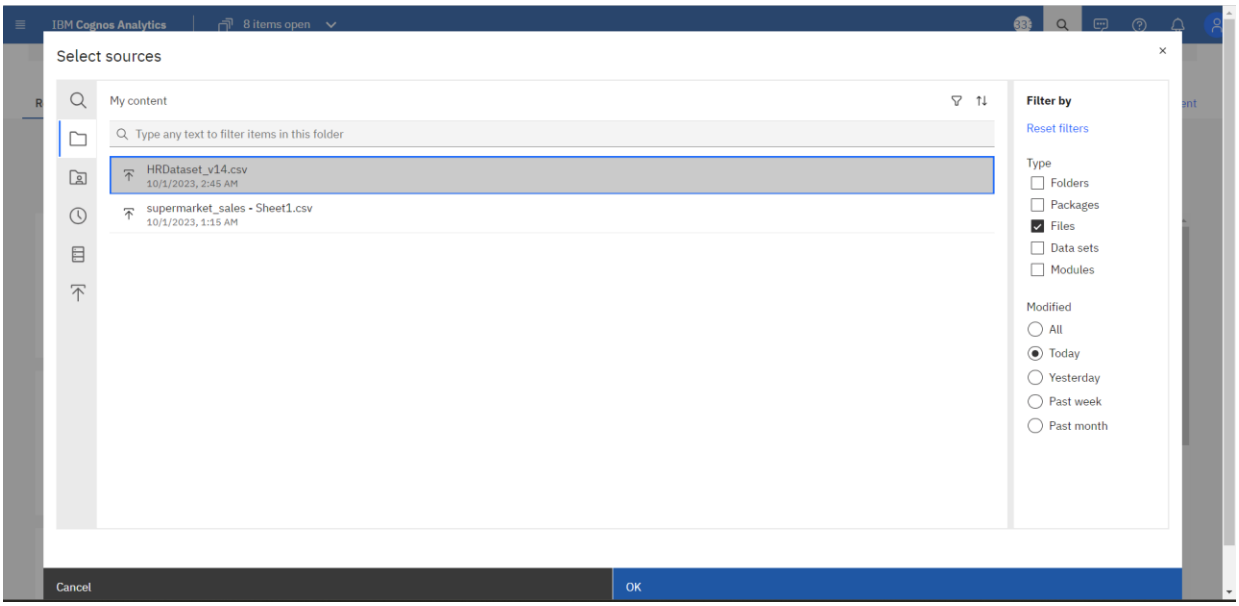




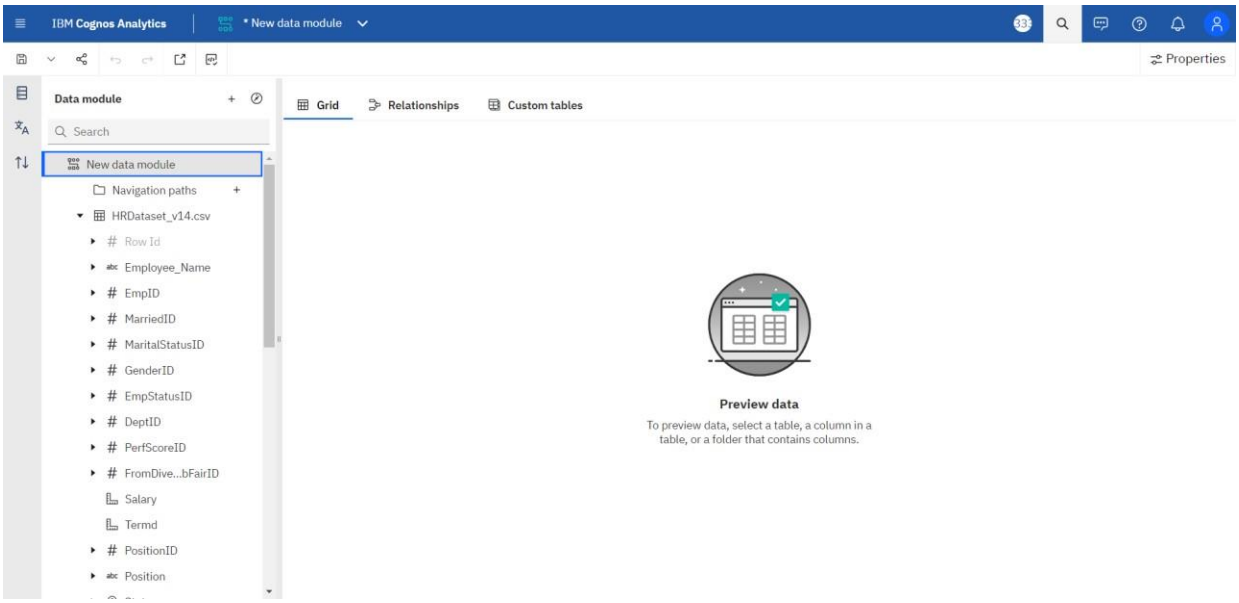
Step2: Create Data module.

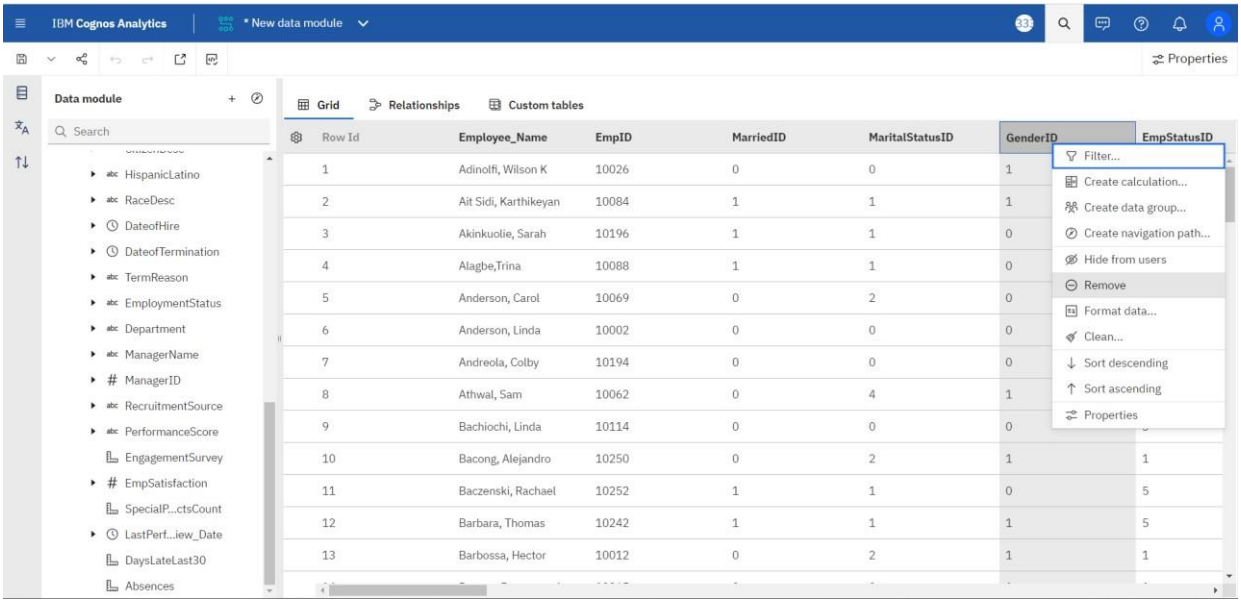


Step3: Select the source CSV file.



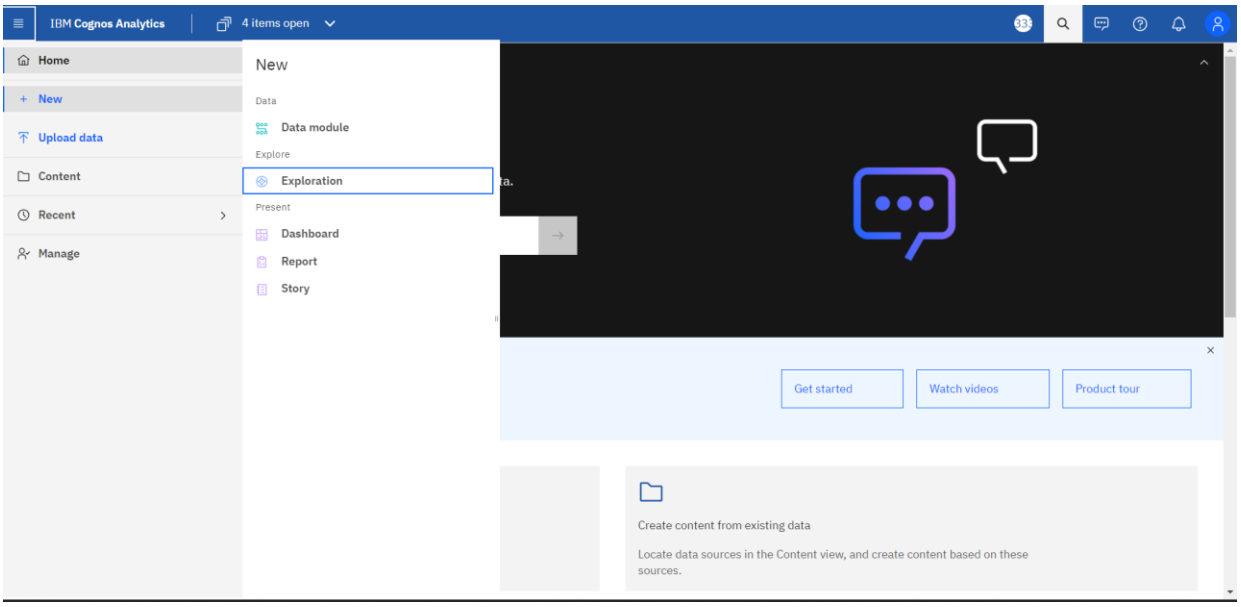
Step 4: After uploading, grid displays the table value of the CSV file. In that we able to delete or remove the unnecessary values.



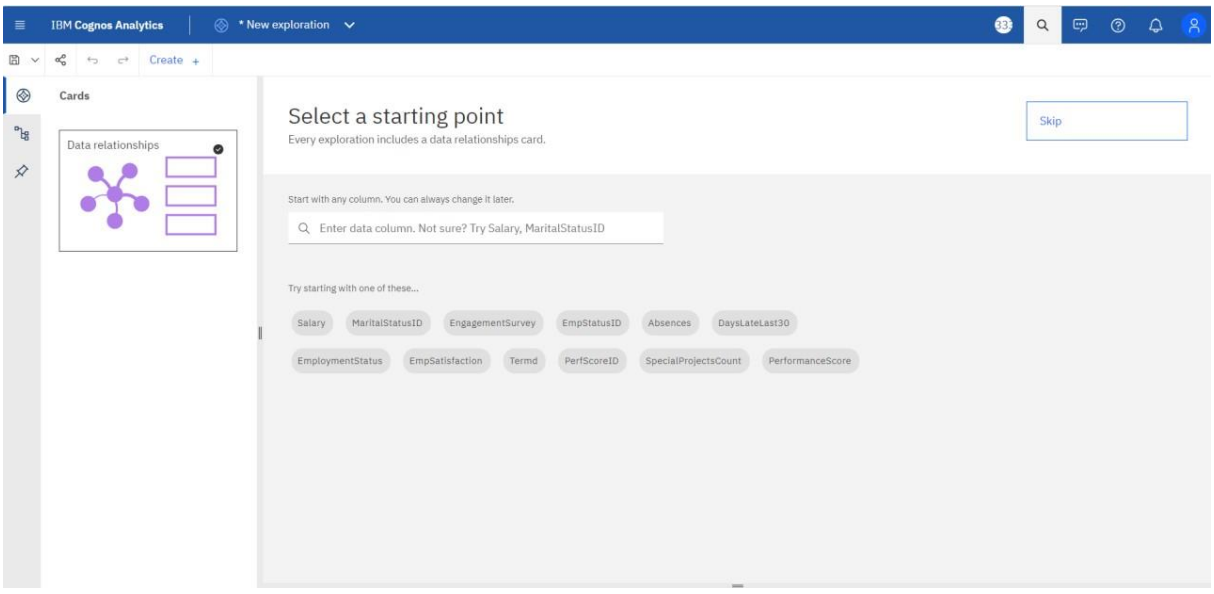


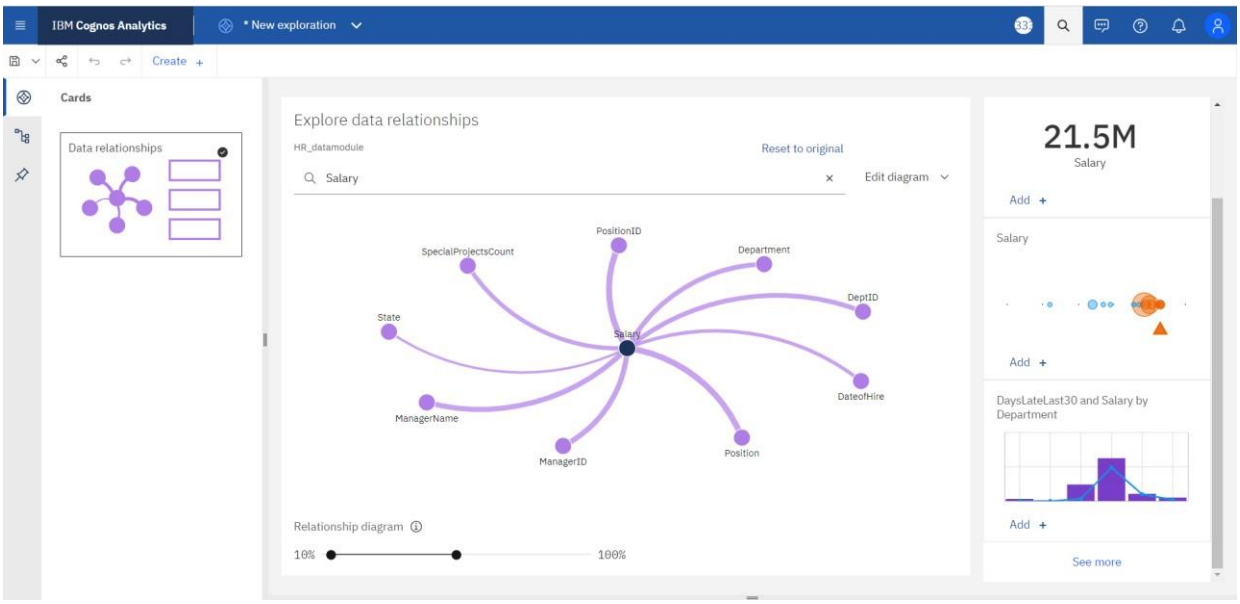
Explore the dataset:

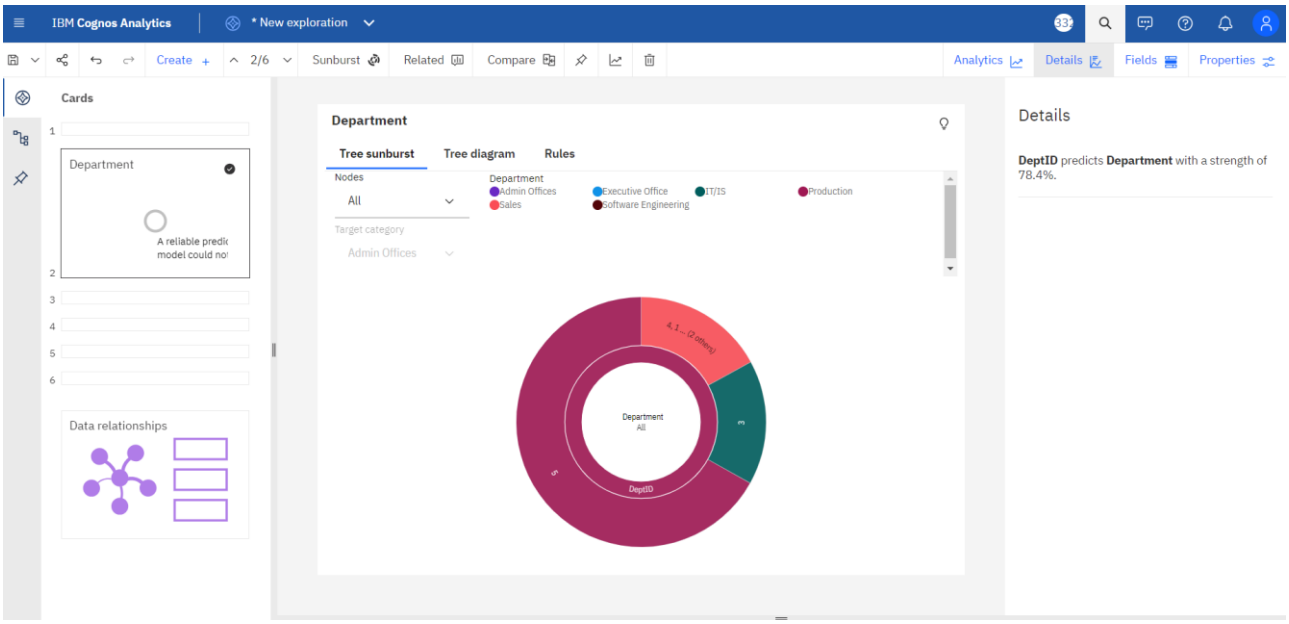
Step1: Select the Exploration.

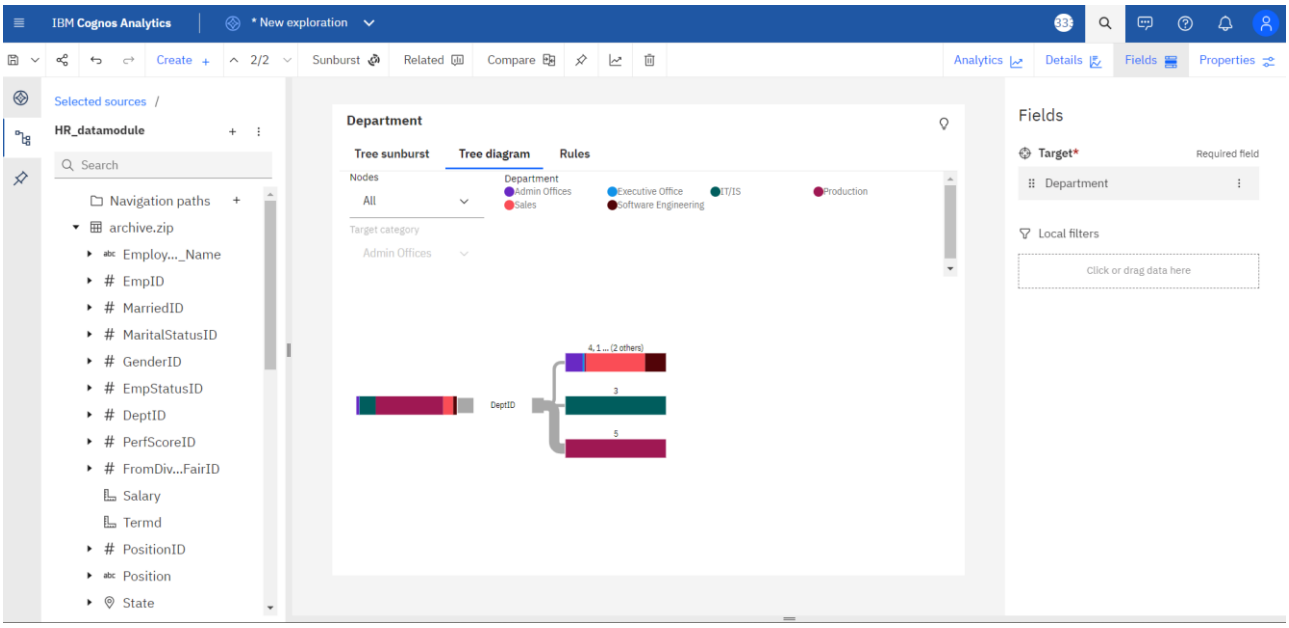


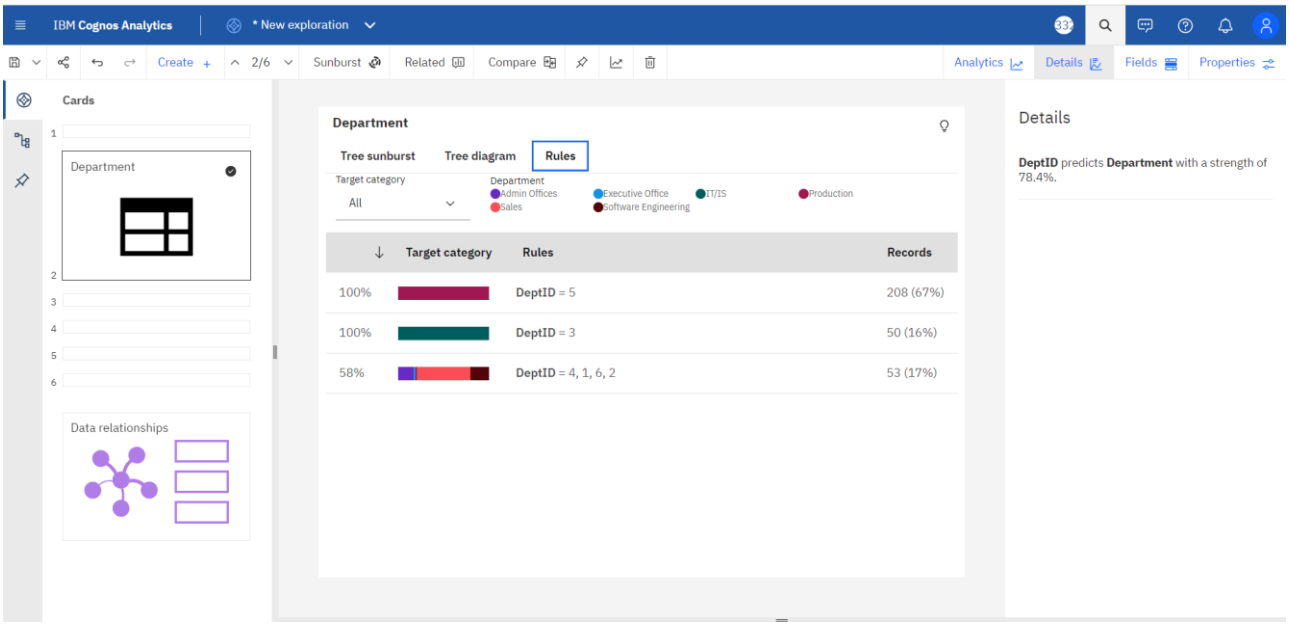
Step2: Explore the dataset.




IBM Cognos Analytics
* New exploration
Create
Cards
Data relationships
Explore data relationships
HR_datamodule
Reset to original
Salary
Edit diagram
PositionID
SpecialProjectsCount
Department
DeptID
State
Salary
DateofHire
ManagerName
ManagerID
Position
Relationship diagram
10%
100%
21.5M
Salary
Add
Salary
Add
DaysLateLast30 and Salary by Department
Add
See more

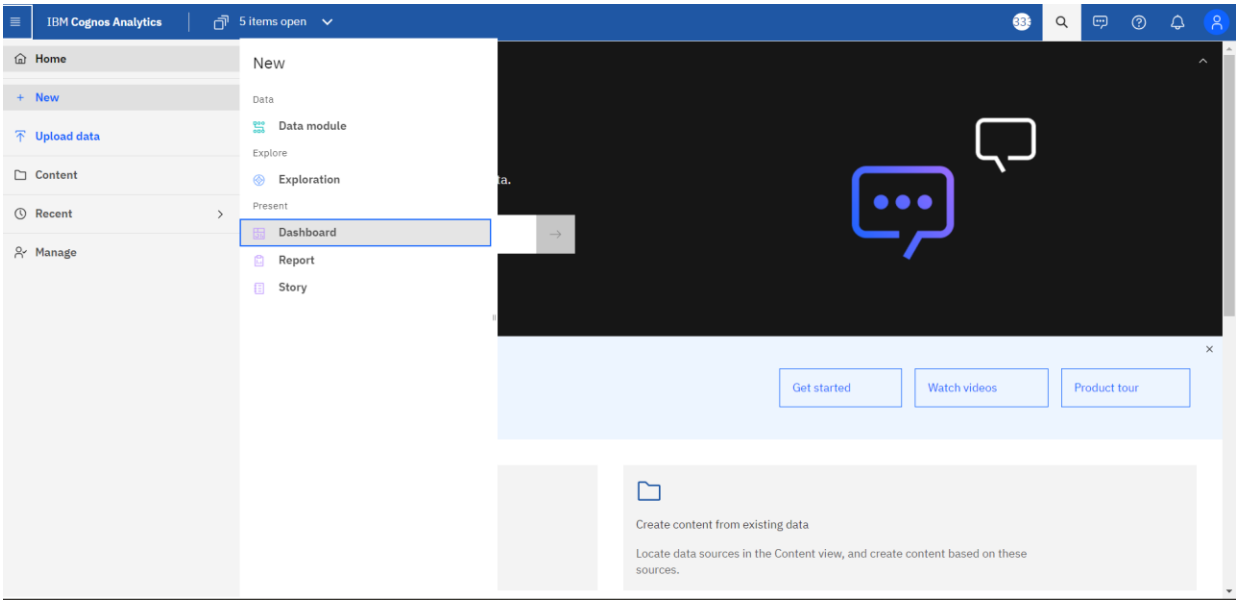

IBM Cognos Analytics
* New exploration
Create
2/6
Sunburst
Related
Compare
Analytics
Details
Fields
Properties
Cards
Department
A reliable predi
model could no
Data relationships
Department
Tree sunburst
Tree diagram
Rules
Nodes
All
Target category
Admin Offices
Department
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engineering
Department
All
DeptID
Details
DeptID predicts Department with a strength of 78.4%.


IBM Cognos Analytics
* New exploration
Create
2/2
Sunburst
Related
Compare
Analytics
Details
Fields
Properties
Selected sources /
HR_datamodule
Search
Navigation paths
archive.zip
Employ..._Name
EmpID
MarriedID
MaritalStatusID
GenderID
EmpStatusID
DeptID
PerfScoreID
FromDiv...FairID
Salary
Termd
PositionID
Position
State
Department
Tree sunburst
Tree diagram
Rules
Nodes
All
Department
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engineering
Target category
Admin Offices
4, 1 ... (2 others)
3
5
DeptID
Fields
Target*
Required field
Department
Local filters
Click or drag data here

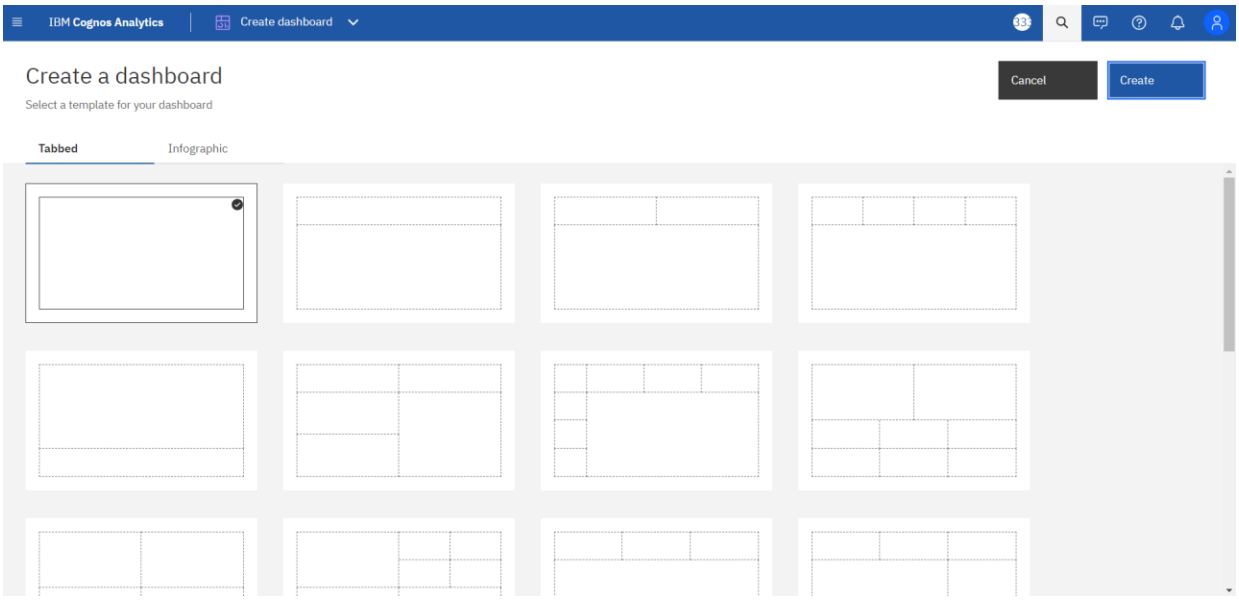

IBM Cognos Analytics
* New exploration
Create
2/6
Sunburst
Related
Compare
Analytics
Details
Fields
Properties
Cards
1
Department
2
3
4
5
6
Data relationships
Department
Tree sunburst
Tree diagram
Rules
Target category
All
Department
Admin Offices
Executive Office
IT/IS
Production
Sales
Software Engineering
Target category
Rules
Records
100%
DeptID = 5
208 (67%)
100%
DeptID = 3
50 (16%)
58%
DeptID = 4, 1, 6, 2
53 (17%)
Details
DeptID predicts Department with a strength of 78.4%.

Visualize the Dataset:

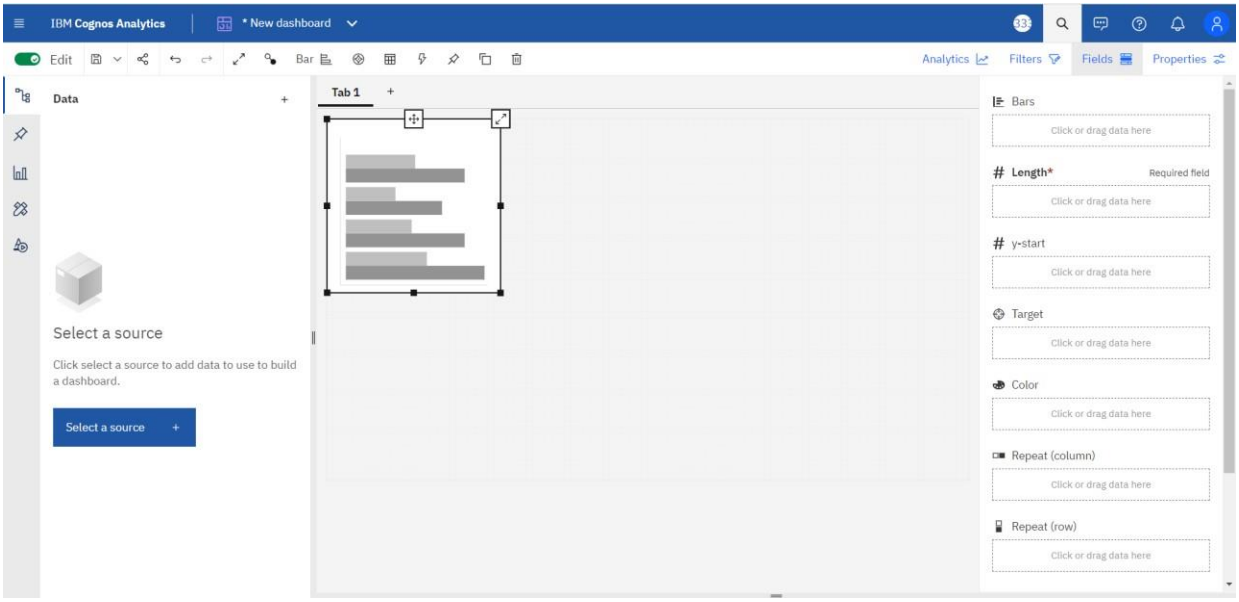
Step 1: Create the Dashboard.



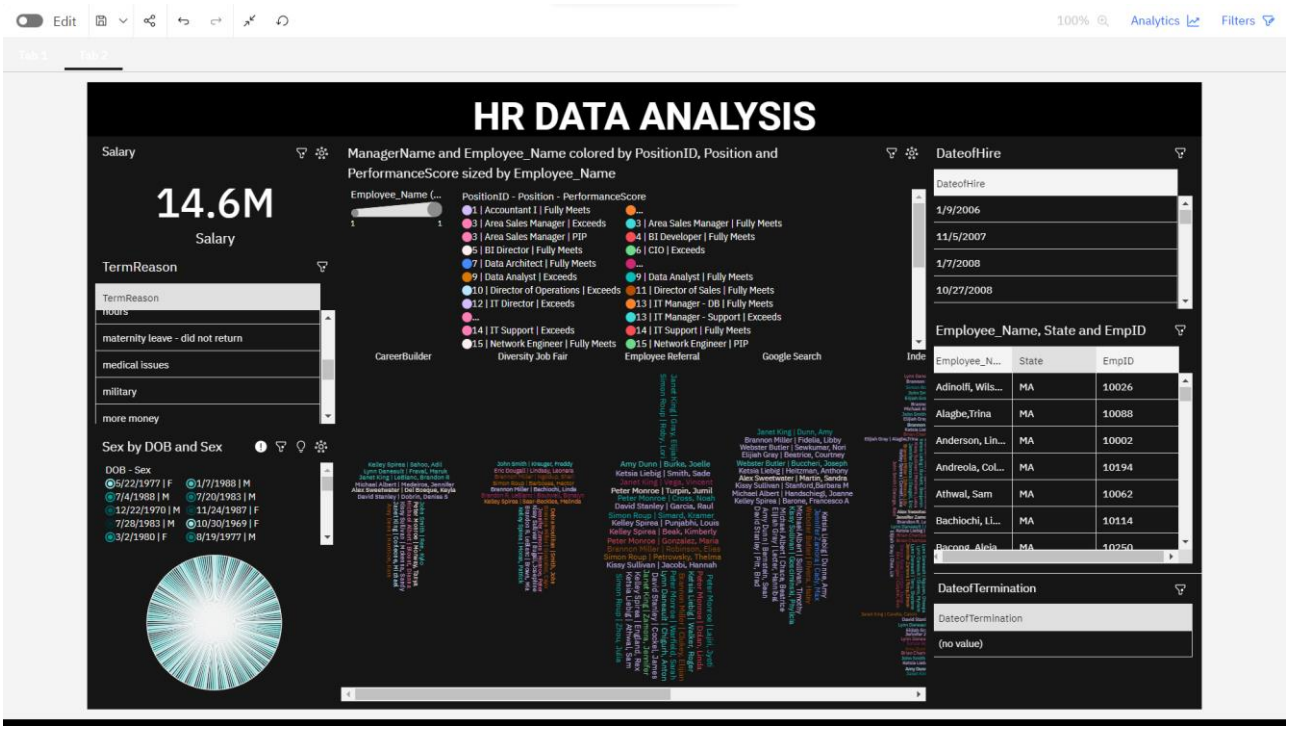
Step2: Create Template for the Dashboard.



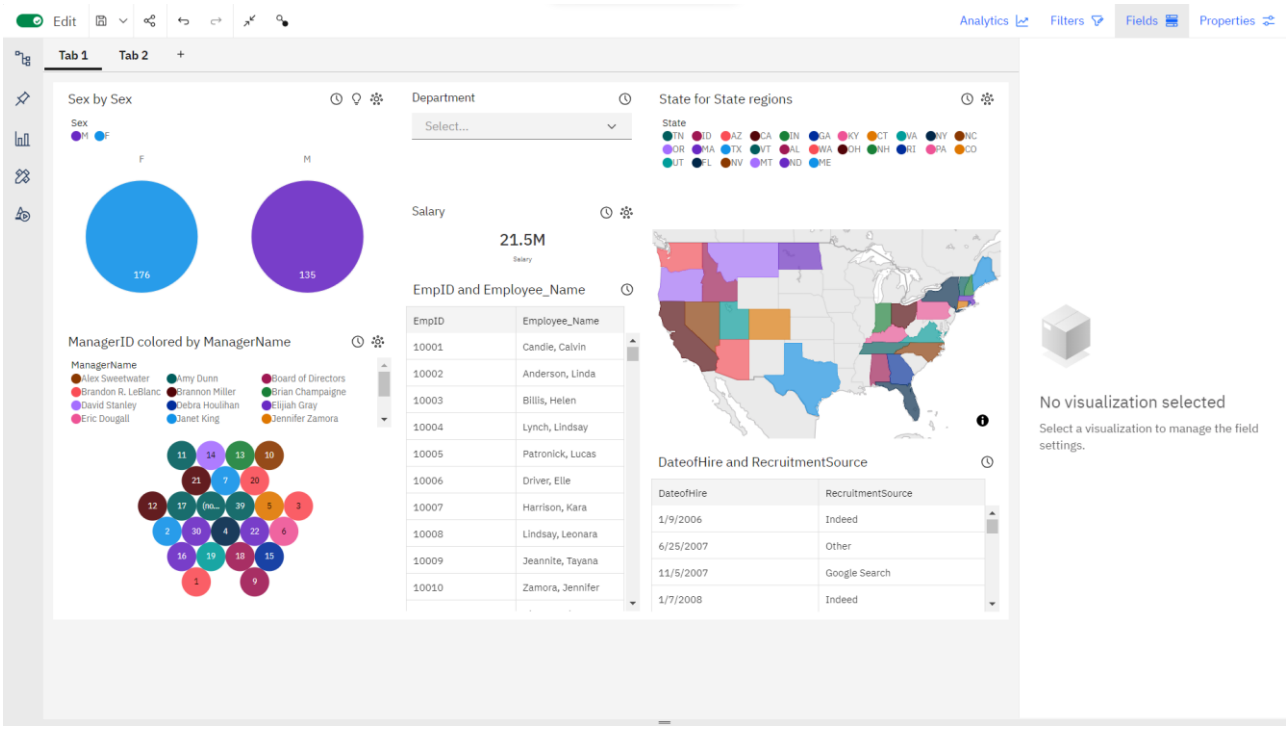
Step3: Choose Visualization type.

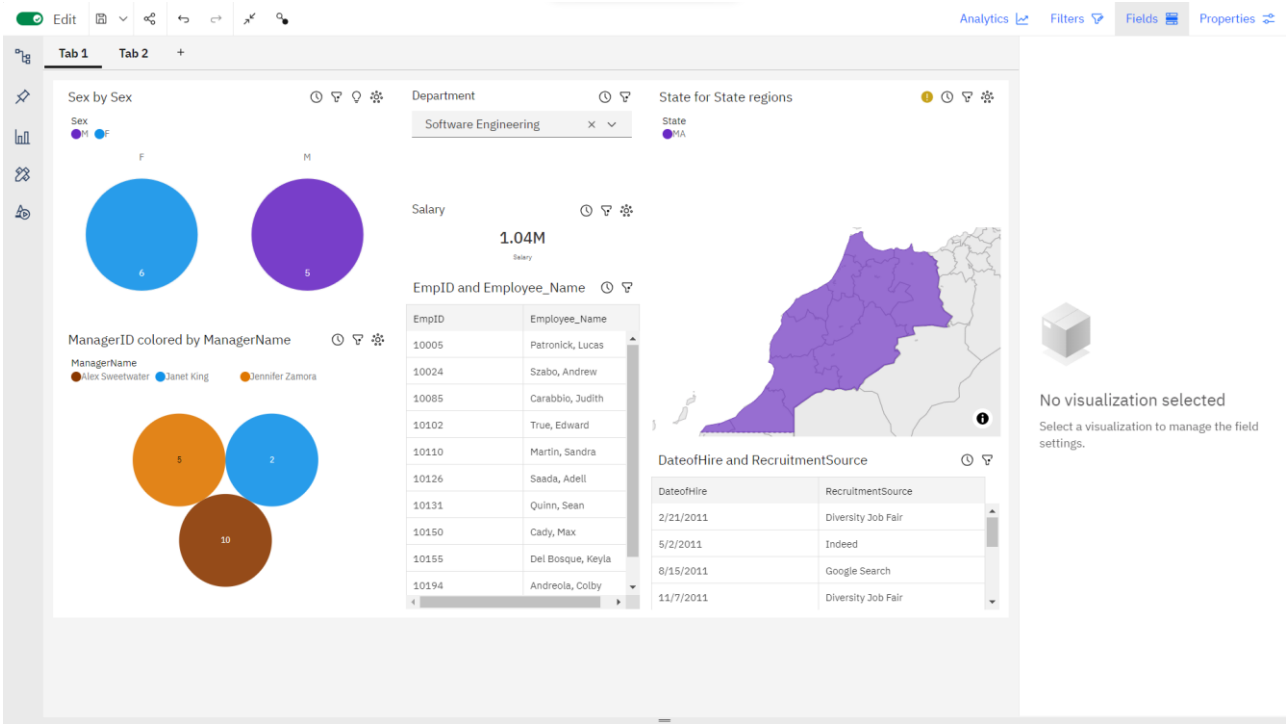


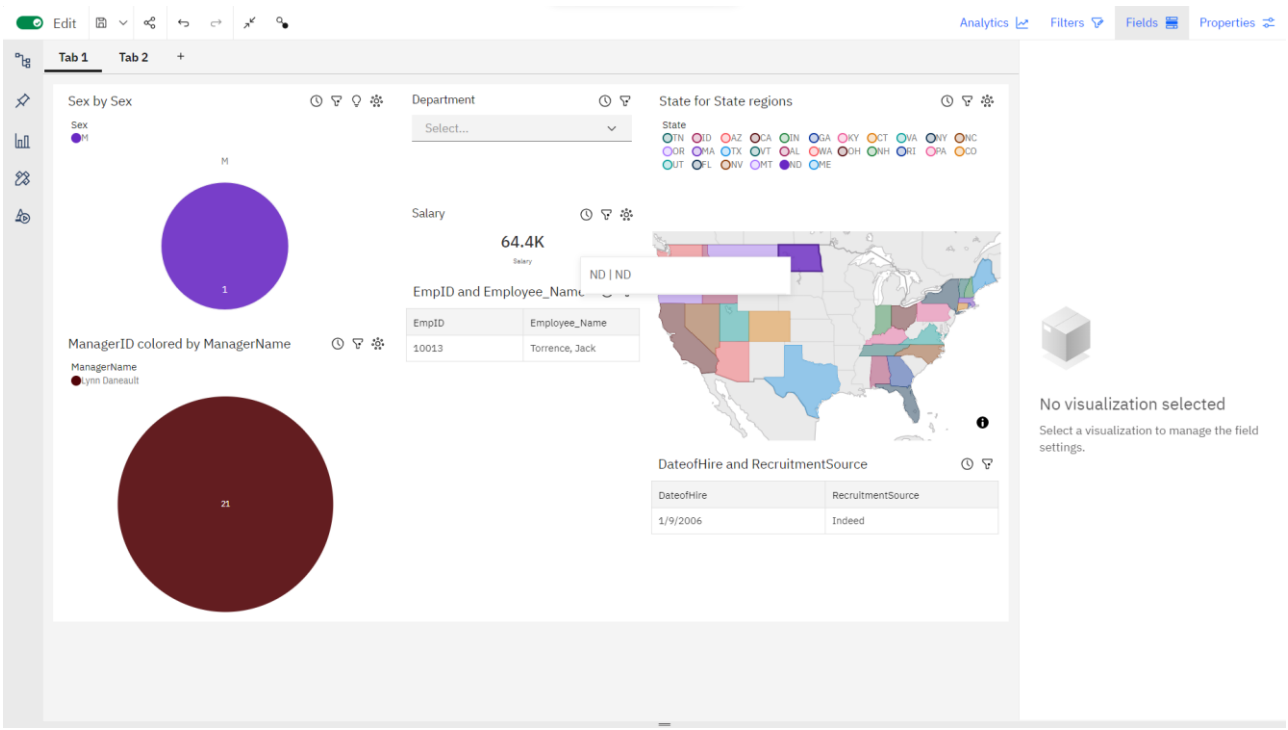
Step 4: Create Visualization Charts and Save it. Present the Data Sets.

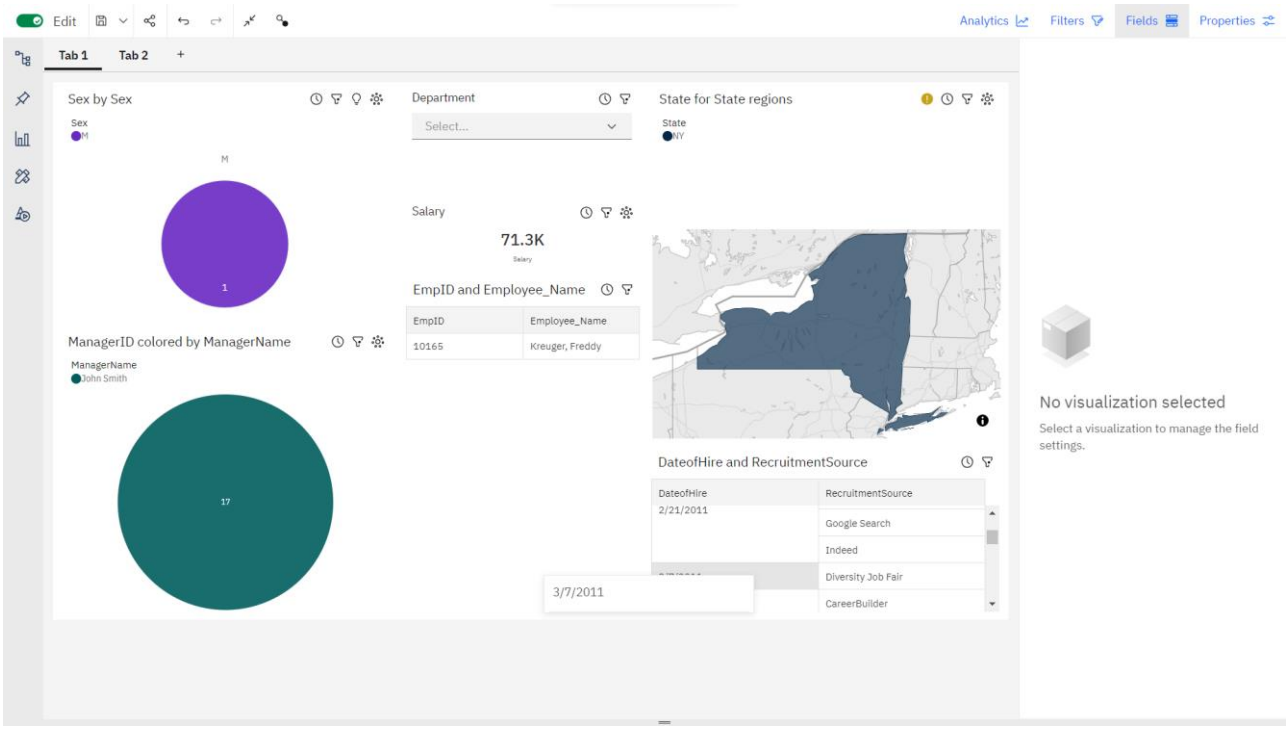


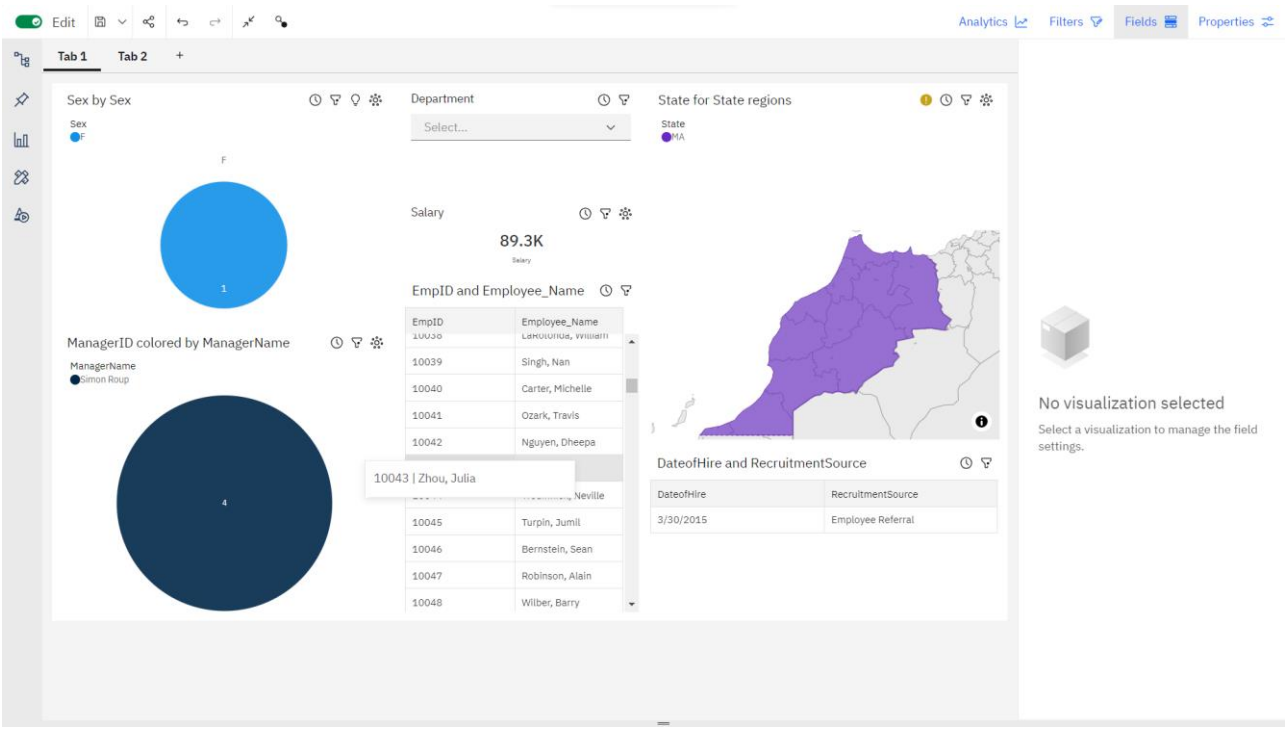
DASHBOARD:

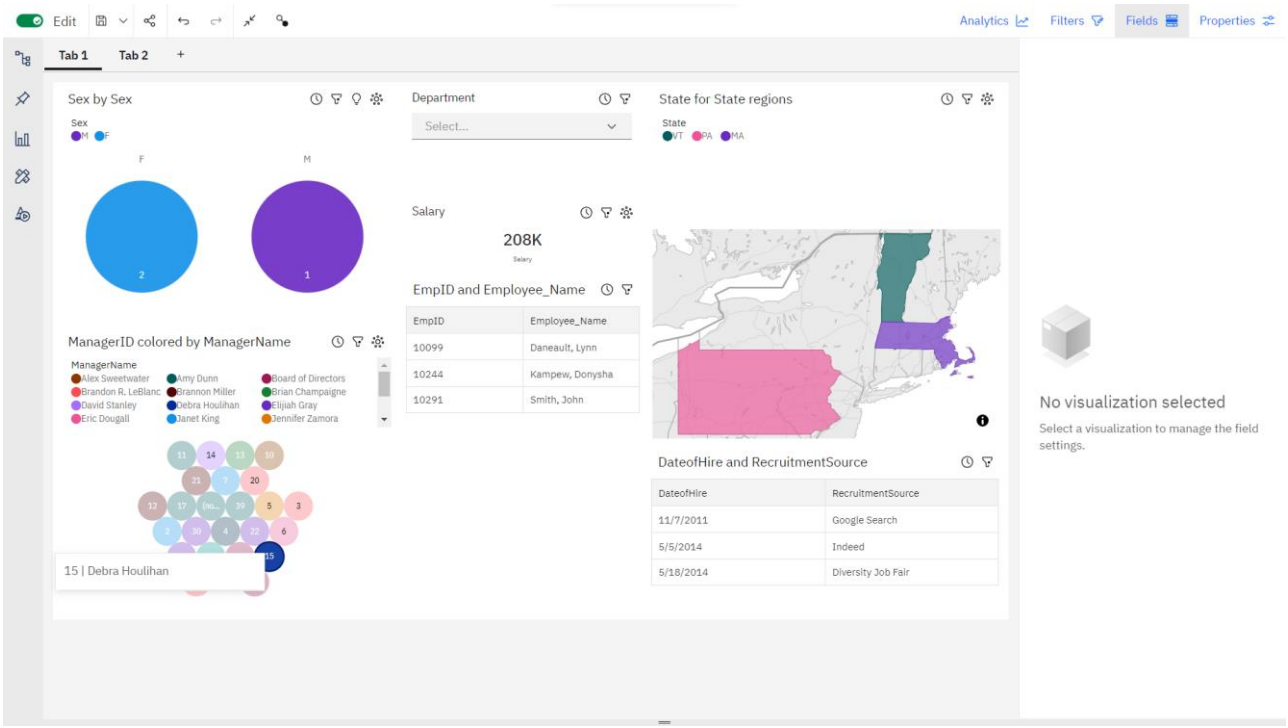

Edit
Analytics
Filters
Fields
Properties
Tab 1
Tab 2
Sex by Sex
Sex
M
F
176
135
Department
Select...
State for State regions
State
Salary
21.5M
Salary
EmpID and Employee_Name
EmpID
Employee_Name
10001 Candle, Calvin
10002 Anderson, Linda
10003 Billis, Helen
10004 Lynch, Lindsay
10005 Patronick, Lucas
10006 Driver, Elle
10007 Harrison, Kara
10008 Lindsay, Leonara
10009 Jeannite, Tayana
10010 Zamora, Jennifer
ManagerID colored by ManagerName
ManagerName
Alex Sweetwater
Amy Dunn
Board of Directors
Brandon R. LeBlanc
Brannon Miller
Brian Champaigne
David Stanley
Debra Houlihan
Elijah Gray
Eric Dougall
Janet King
Jennifer Zamora
DateofHire and RecruitmentSource
DateofHire
RecruitmentSource
1/9/2006 Indeed
6/25/2007 Other
11/5/2007 Google Search
1/7/2008 Indeed
No visualization selected
Select a visualization to manage the field settings.


Edit
Analytics
Filters
Fields
Properties
Tab 1
Tab 2
Sex by Sex
Sex
M
F
6
5
Department
Software Engineering
State for State regions
State
MA
Salary
1.04M
Salary
EmpID and Employee_Name
EmpID
Employee_Name
10005 Patronick, Lucas
10024 Szabo, Andrew
10085 Carabbio, Judith
10102 True, Edward
10110 Martin, Sandra
10126 Saada, Adell
10131 Quinn, Sean
10150 Cady, Max
10155 Del Bosque, Keyla
10194 Andreola, Colby
ManagerID colored by ManagerName
ManagerName
Alex Sweetwater
Janet King
Jennifer Zamora
5
2
10
DateofHire and RecruitmentSource
DateofHire
RecruitmentSource
2/21/2011 Diversity Job Fair
5/2/2011 Indeed
8/15/2011 Google Search
11/7/2011 Diversity Job Fair
No visualization selected
Select a visualization to manage the field settings.


Edit
Analytics
Filters
Fields
Properties
Tab 1
Tab 2
Sex by Sex
Sex
M
M
1
Department
Select...
State for State regions
State
TN ID AZ CA IN GA KY CT VA NY NC
OR MA TX VT AL WA OH NH RI PA CO
UT FL NV MT ND ME
Salary
64.4K
Salary
ND | ND
EmpID and Employee_Name
EmpID
Employee_Name
10013
Torrence, Jack
ManagerID colored by ManagerName
ManagerName
Lynn Daneault
21
DateofHire and RecruitmentSource
DateofHire
RecruitmentSource
1/9/2006
Indeed
No visualization selected
Select a visualization to manage the field settings.

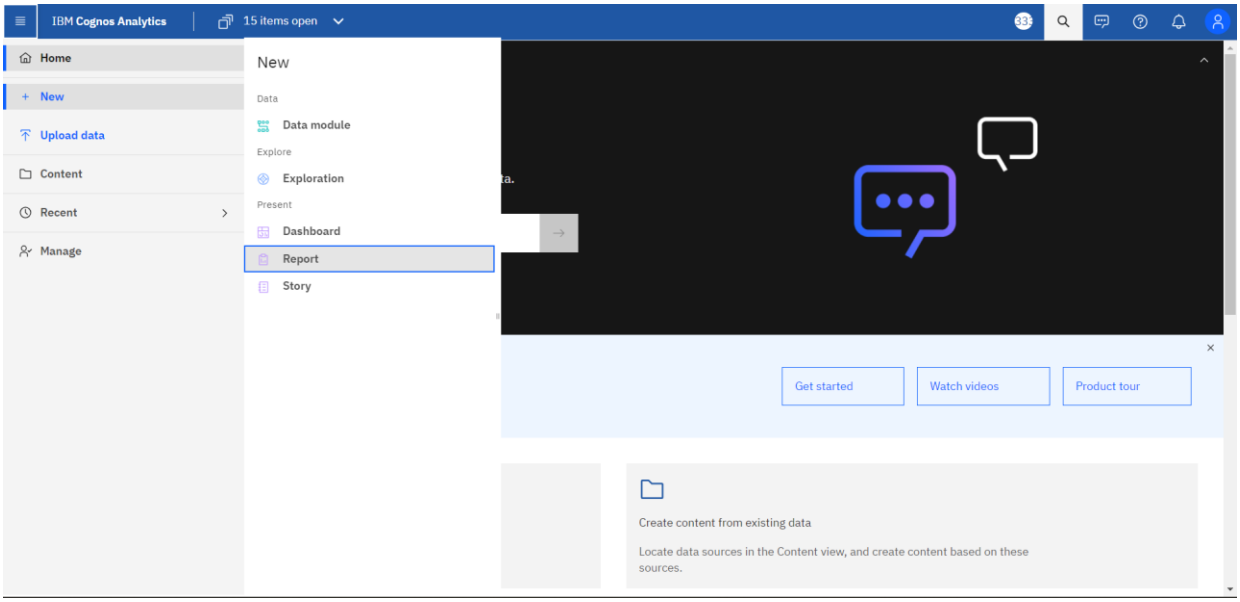

Edit
Analytics
Filters
Fields
Properties
Tab 1
Tab 2
Sex by Sex
Sex
M
M
1
Department
Select...
State for State regions
State
NY
Salary
71.3K
Salary
EmpID and Employee_Name
EmpID
Employee_Name
10165
Kreuger, Freddy
ManagerID colored by ManagerName
ManagerName
John Smith
17
DateofHire and RecruitmentSource
DateofHire
RecruitmentSource
2/21/2011
Google Search
Indeed
Diversity Job Fair
CareerBuilder
3/7/2011
No visualization selected
Select a visualization to manage the field settings.


Edit
Analytics
Filters
Fields
Properties
Tab 1
Tab 2
Sex by Sex
Sex
F
F
1
Department
Select...
State for State regions
State
MA
Salary
89.3K
Salary
EmpID and Employee_Name
EmpID
Employee_Name
10039
Singh, Nan
10040
Carter, Michelle
10041
Ozark, Travis
10042
Nguyen, Dheepa
10043 | Zhou, Julia
10045
Turpin, Jumil
10046
Bernstein, Sean
10047
Robinson, Alain
10048
Wilber, Barry
ManagerID colored by ManagerName
ManagerName
Simon Roup
4
DateofHire and RecruitmentSource
DateofHire
RecruitmentSource
3/30/2015
Employee Referral
No visualization selected
Select a visualization to manage the field settings.

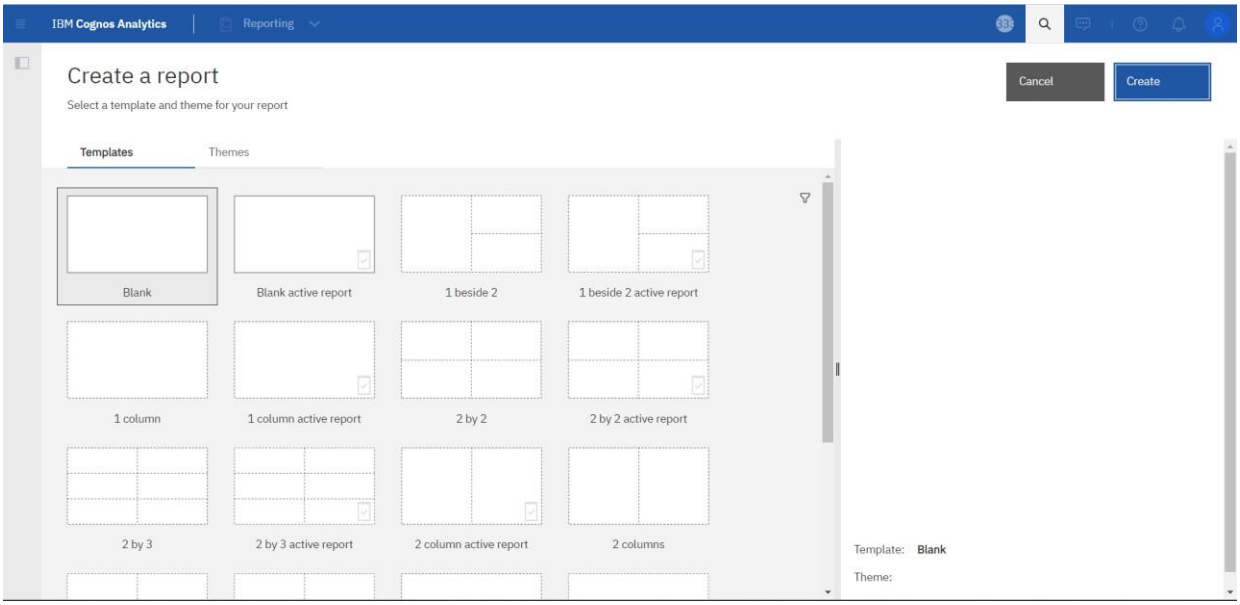

Edit
Analytics
Filters
Fields
Properties
Tab 1
Tab 2
Sex by Sex
Sex
M
F
F
M
2
1
Department
Select...
State for State regions
State
VT
PA
MA
Salary
208K
Salary
EmpID and Employee_Name
EmpID
Employee_Name
10099
Daneault, Lynn
10244
Kampew, Donysha
10291
Smith, John
ManagerID colored by ManagerName
ManagerName
Alex Sweetwater
Amy Dunn
Board of Directors
Brandon R. LeBlanc
Brannon Miller
Brian Champaigne
David Stanley
Debra Houlihan
Elijah Gray
Eric Dougall
Janet King
Jennifer Zamora
15 | Debra Houlihan
DateofHire and RecruitmentSource
DateofHire
RecruitmentSource
11/7/2011
Google Search
5/5/2014
Indeed
5/18/2014
Diversity Job Fair
No visualization selected
Select a visualization to manage the field settings.

REPORT GENRATION:

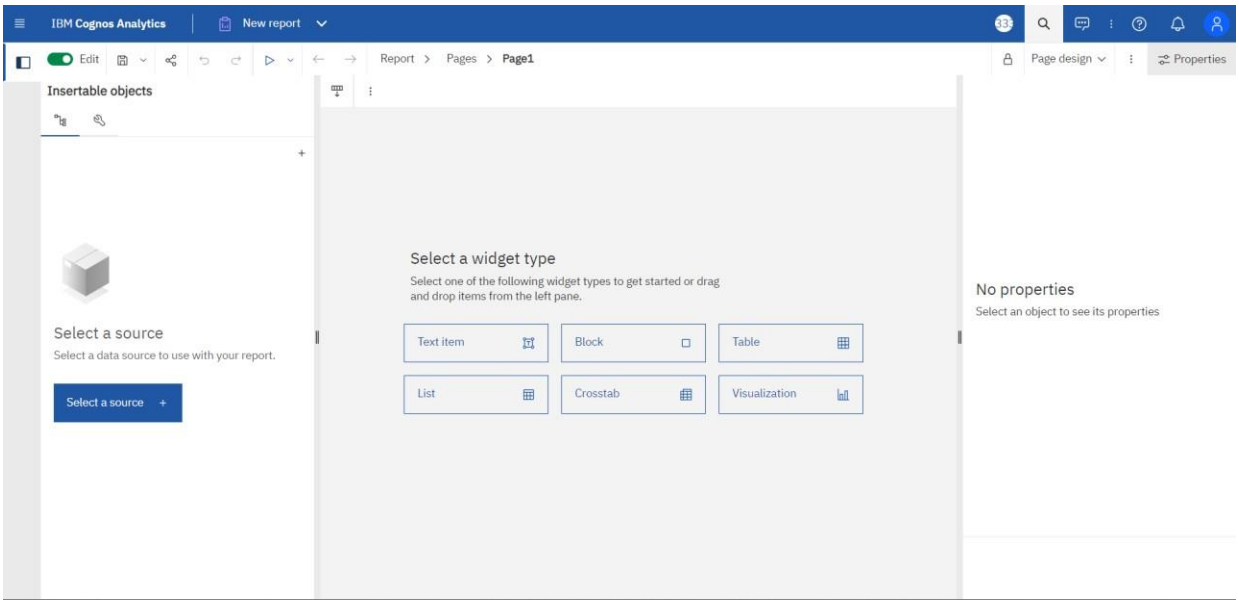
Step 1: Create the Report.



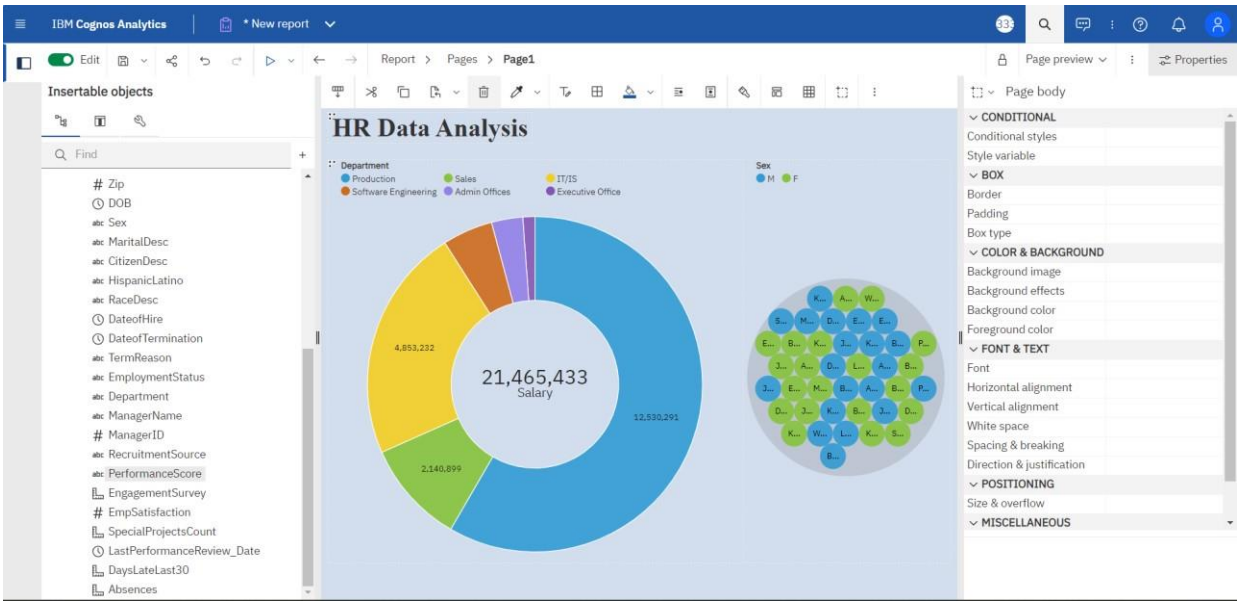
Step2: Create Template for the Report.



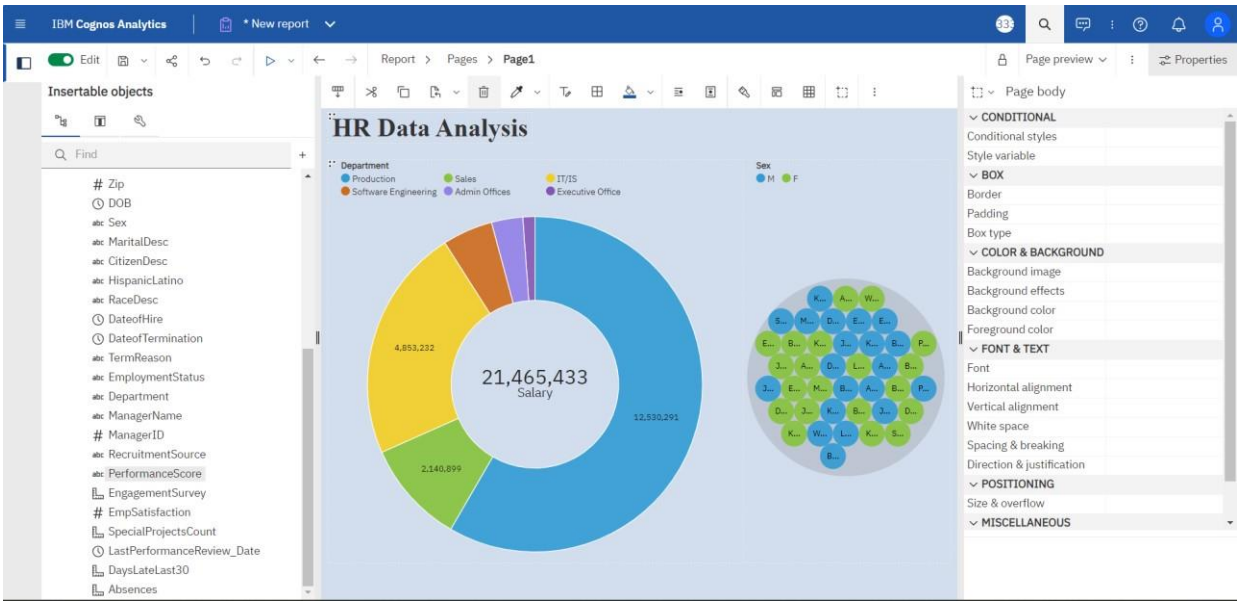
Step3: Choose widget type.

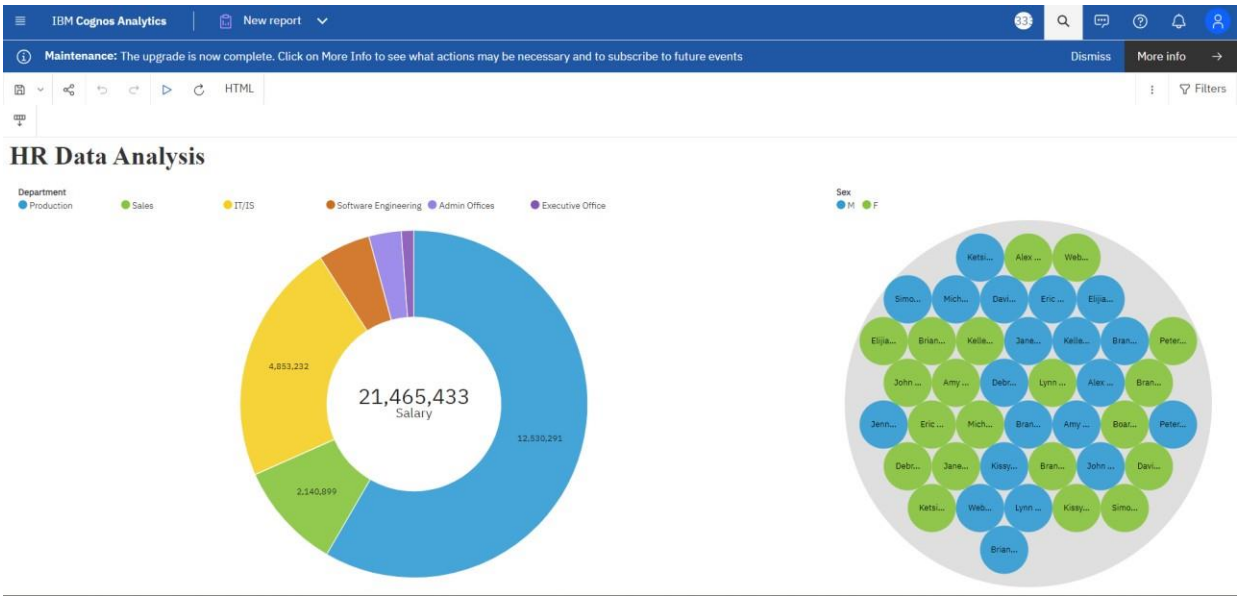


Step 4: Create Report and Save it. Present the Data Sets.



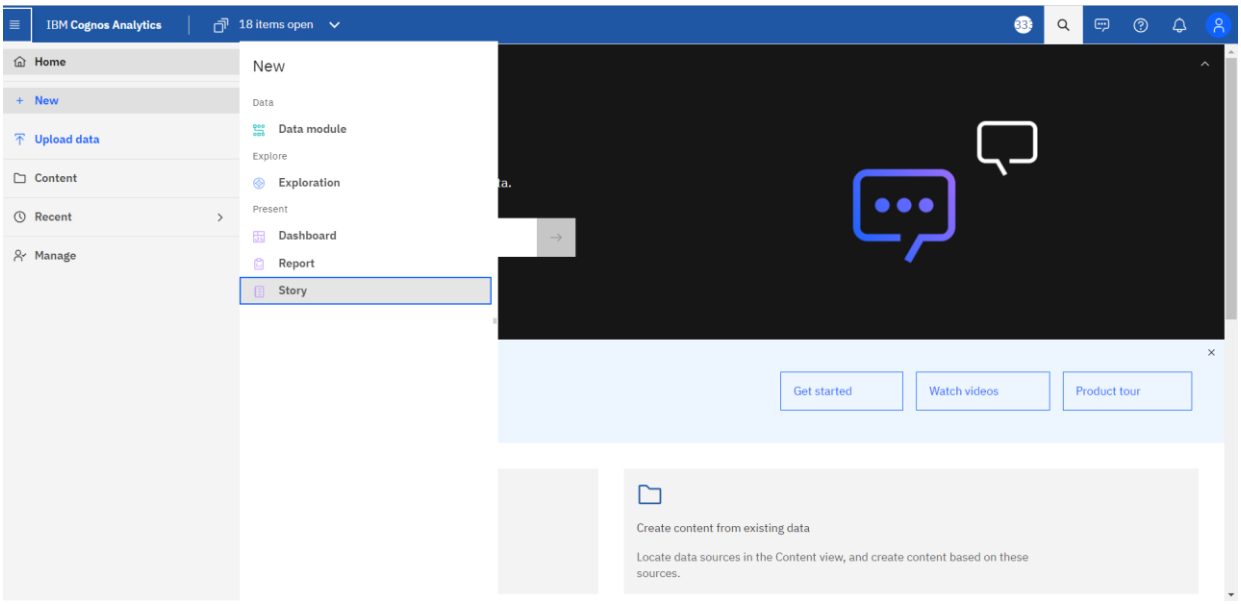
Report:


IBM Cognos Analytics
* New report
Edit
Report > Pages > Page1
Page preview
Properties
Insertable objects
Find
Zip
DOB
Sex
MaritalDesc
CitizenDesc
HispanicLatino
RaceDesc
DateofHire
DateofTermination
TermReason
EmploymentStatus
Department
ManagerName
ManagerID
RecruitmentSource
PerformanceScore
EngagementSurvey
EmpSatisfaction
SpecialProjectsCount
LastPerformanceReview_Date
DaysLateLast30
Absences
HR Data Analysis
Department
Production
Sales
IT/IS
Software Engineering
Admin Offices
Executive Office
Sex
M
F
21,465,433
Salary
4,853,232
2,140,899
12,530,291
Page body
CONDITIONAL
Conditional styles
Style variable
BOX
Border
Padding
Box type
COLOR & BACKGROUND
Background image
Background effects
Background color
Foreground color
FONT & TEXT
Font
Horizontal alignment
Vertical alignment
White space
Spacing & breaking
Direction & justification
POSITIONING
Size & overflow
MISCELLANEOUS

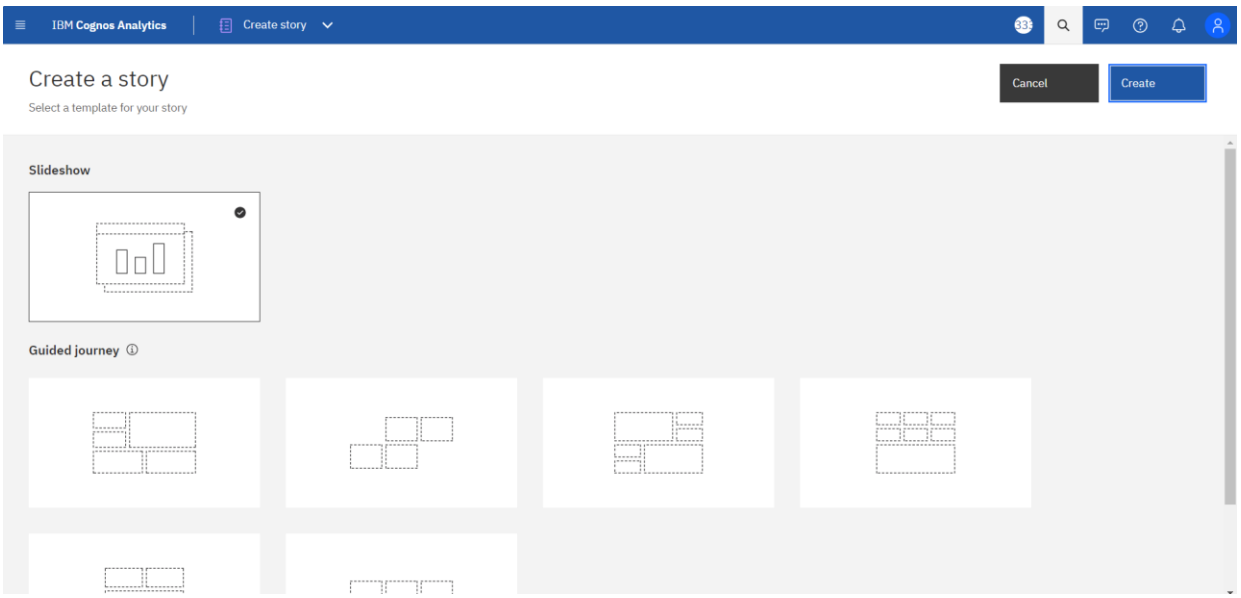

IBM Cognos Analytics
New report
Maintenance: The upgrade is now complete. Click on More Info to see what actions may be necessary and to subscribe to future events
Dismiss
More info
HTML
Filters
HR Data Analysis
Department
Production
Sales
IT/IS
Software Engineering
Admin Offices
Executive Office
Sex
M
F
21,465,433
Salary
4,853,232
2,140,899
12,530,291

STORY GENRATION:

Step 1: Create the Story.

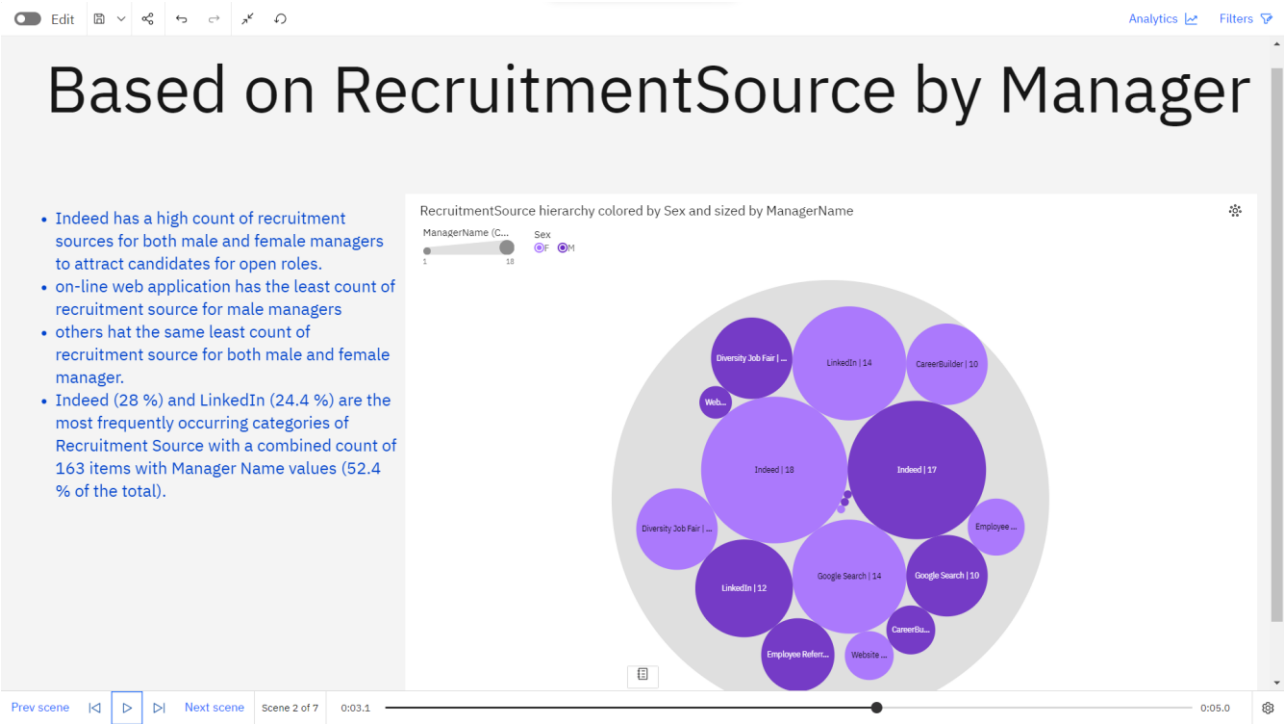


Step2: Create Template for the Story.



STORY:

Maintenance: The upgrade is now complete. Click on More Info to see what actions may be necessary and to subscribe to future events
Dismiss
More info
Edit
Analytics
Filters
HR Data Analysis
Prev scene
Next scene
Scene 1 of 7
0:00.0
0:05.0


Edit
Analytics
Filters
Based on RecruitmentSource by Manager
Indeed has a high count of recruitment sources for both male and female managers to attract candidates for open roles.
on-line web application has the least count of recruitment source for male managers
others hat the same least count of recruitment source for both male and female manager.
Indeed (28 %) and LinkedIn (24.4 %) are the most frequently occurring categories of Recruitment Source with a combined count of 163 items with Manager Name values (52.4 % of the total).
RecruitmentSource hierarchy colored by Sex and sized by ManagerName
ManagerName (C...
Sex
F
M
Diversity Job Fair | ...
LinkedIn | 14
CareerBuilder | 10
Indeed | 18
Indeed | 17
Employee ...
Diversity Job Fair | ...
LinkedIn | 12
Google Search | 14
Google Search | 10
Employee Referr...
Website ...
Prev scene
Next scene
Scene 2 of 7
0:03.1
0:05.0

Edit Analytics Filters

Based on Position by Department

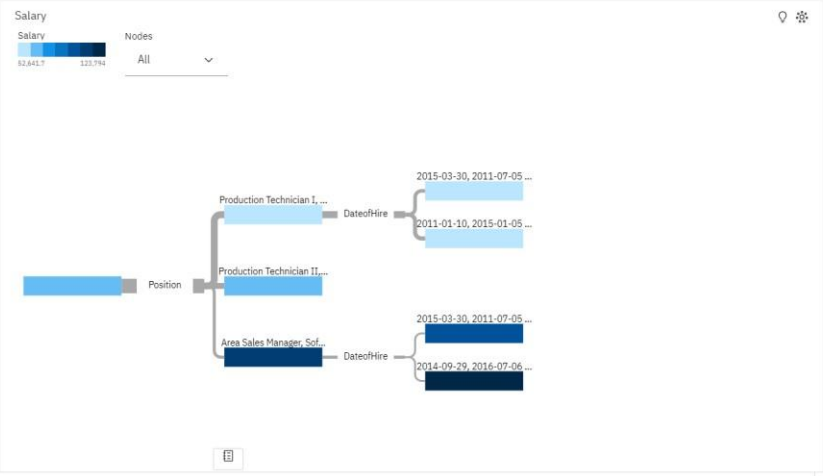
- Department IT/IS has the highest Position at 25, out of which Sex M contributed the most at 14.
- Sex M has the highest Position due to Department IT/IS.
- Department Sales has the highest State due to ManagerID 17.
- Sex F has the highest Total Salary but is ranked #2 in Count distinct Position.

Prev scene Next scene Scene 3 of 7 0:03.6 0:05.0

Edit Analytics Filters

Based on Salary

- DateofHire 2012-07-09 has the lowest average Salary at over 46 thousand, followed by 2007-11-05 at over 47 thousand.
- DateofHire 2010-04-10 has the highest average Salary at over 220 thousand, followed by 2011-04-15 at 178 thousand.
- From 2009-10-26 to 2010-04-10, Salary increased by 245%.

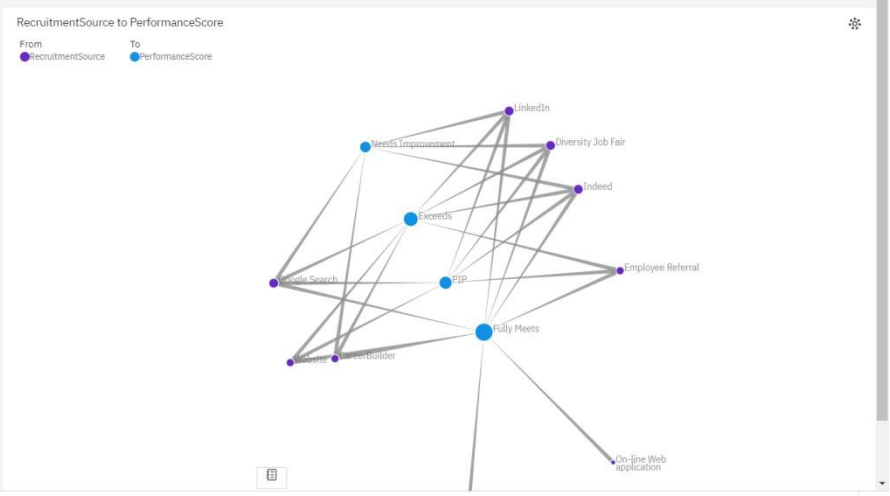


Prev scene Next scene Scene 4 of 7 0:02.1 0:05.0

Edit Analytics Filters

Based on Recruitment source to performance score

- Performance Score Fully Meets has the highest Salary at nearly 17 million, out of which Recruitment Source Indeed contributed the most at almost 4.9 million.
- Recruitment Source Indeed Salary from Performance Score Fully Meets is almost 4.9 million, whereas LinkedIn is only over 4.0 million.
- Recruitment Source Indeed has the highest total Salary due to Performance Score Fully Meets.



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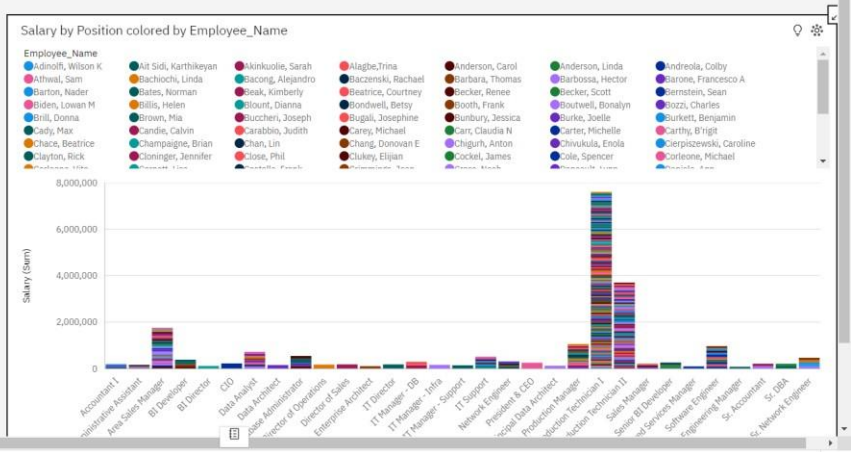
Edit Stacked column Analytics Filters

Based on Salary by position for Employee

- Position Production Technician I has the highest total Salary due to Employee_Name Alagbe,Trina.y
- Salary is unusually high when Position is Production Technician I, Production Technician II and Area Sales Manager.
- President & CEO has a Salary of 250 thousand for Employee_Name King, Janet.
- Across all values of Position and Employee_Name, the sum of Salary is over 21 million.
- For Salary, the most significant values of Employee_Name are King, Janet and Zamora, Jennifer, whose respective Salary values add up to over 470 thousand, or 2.2 % of the total.



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